Alcohol in the workplace

Factsheets
How consumers deal with work stress

33% Eat comfort food
30% Drink alcohol
30% Speak to a friend, partner or colleague

Source: Mintel's The Working Life UK 2015 report
## Previous UK surveys on working with hangovers

<table>
<thead>
<tr>
<th>Year</th>
<th>Commissioned by</th>
<th>Survey company</th>
<th>Sample</th>
<th>Estimated prevalence</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Ever worked hungover</td>
</tr>
<tr>
<td>2004</td>
<td>Reed\textsuperscript{14}</td>
<td></td>
<td>8,400</td>
<td></td>
</tr>
<tr>
<td>2006</td>
<td>PruHealth\textsuperscript{15}</td>
<td>YouGov</td>
<td>1,134</td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td>Norwich Union\textsuperscript{16}</td>
<td>ICM</td>
<td>1,000</td>
<td>32%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>Drinkaware\textsuperscript{17}</td>
<td></td>
<td>1,000</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>Willis PM\textsuperscript{18}</td>
<td></td>
<td>1,197</td>
<td>28%</td>
</tr>
</tbody>
</table>

Source: Institute of Alcohol Studies (June 2019), 'Financial Headache: The cost of workplace hangovers and intoxication to the UK economy'
### Indicators of problematic alcohol use in the workplace

<table>
<thead>
<tr>
<th>Work environment predictors</th>
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</thead>
<tbody>
<tr>
<td>Long working hours and some types of shift work</td>
</tr>
<tr>
<td>High risk of injury at work</td>
</tr>
<tr>
<td>High physical demands</td>
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<tr>
<td>Monotonous work</td>
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<tr>
<td>Tight deadlines</td>
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<tr>
<td>Job insecurity</td>
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<tr>
<td>Poor supervision</td>
</tr>
</tbody>
</table>

Alcohol usage in the UK armed forces

61% of personnel scored 5+ (potentially increased risk or above of alcohol related harm):

- Royal Navy: 67%
- Army: 59%
- Royal Air Force: 62%

Sources: Ministry of Defence
Alcohol usage in the medical profession

In 2017, a Pulse survey of more than 800 GPs revealed that around one in nine GPs admitted turning to alcohol because of work pressures.

Source: PULSE Today (November 2017), ‘Revealed: one in seven GPs turns to alcohol and drugs to cope’
What might a model workplace alcohol policy look like?

A model workplace alcohol policy would cover the following areas.

Aims
Why have a policy?
Who does the policy apply to?
(Note: best practice would be for the policy to apply equally to all grades of staff and types of work.)

Responsibility
Who is responsible for implementing the policy?
(Note: all managers and supervisors will be responsible in some way but it will be more effective if a senior employee is named as having overall responsibility.)

The rules
How does the company expect employees to behave to ensure that their alcohol consumption does not have a detrimental effect on their work?

Special circumstances
Do the rules apply in all situations or are there exceptions?

Confidentiality
A statement assuring employees that any alcohol problem will be treated in strict confidence.

Help
A description of the support available to employees who have problems because of their drinking.

Information
A commitment to providing employees with general information about the effects of drinking alcohol on health and safety.

Disciplinary action
The circumstances in which disciplinary action will be taken.

Source: Health and Safety Executive 'Don't Mix It'
References

• Mintel
  The Working Life report

• The Institute of Alcohol Studies
  Financial Headache: The cost of workplace hangovers and intoxication to the UK economy

• Stockwell, Tim, Gruenewald Paul. J., Tombourou, John W., and Loxley, Wendy (eds.)
  Preventing harmful substance use: the evidence base for policy and practice

• Ministry of Defence
  Alcohol usage in the UK armed forces

• PULSE Today
  ‘Revealed: one in seven GPs turns to alcohol and drugs to cope’

• Health and Safety Executive
  ‘Don’t Mix It’